oles and Responsibilities of Participants

- Procurement Integrity Rules – Can you get a job with the contractor if you were working on the PWS or source selection?
  - Law prohibits an employee from participating "personally and substantially" in a matter that affects the financial interest of a company and then seeking employment with that company
  - FAR 3.104 Procurement Integrity

oles and Responsibilities of Participants

- Generally an individual will <u>not</u> be considered to have participated *"Personally and Substantially"* by participating in the following:
  - Agency-level boards, panels, or other advisory committees that review program milestones or evaluate and make recommendations regarding alternative technologies or approaches for satisfying broad agency-level missions or objectives
  - The performance of general, technical, engineering, or scientific effort having broad application not directly associated with a particular procurement
  - A-76 support efforts are not considered personal and substantial by participating in the development of In-house cost estimates, MEO Prep, and Tech support for PWS

oles and Responsibilities of Participants

Therefore, most employees who could potentially lose their jobs to a contractor are covered by the "Right of First Refusal"

-Adversely affected employees offered jobs for which they are qualified

-CO provides names to contractor 10-90 days after contract award